

High Sick Leave Consumption Youth Detention Services



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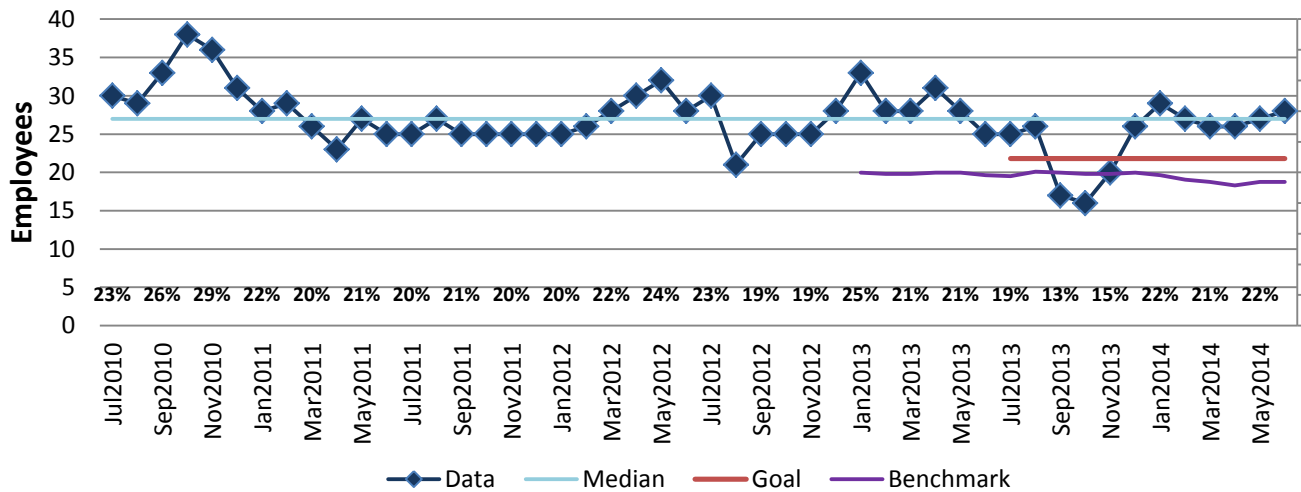
Process: Sick Leave Management

Baseline, Goal, & Benchmark		Source Summary	Continuous Improvement Summary		
Baseline: Average 27 employees in FY13 Goal: Reduce the number of employees w/ High Sick Leave Consumption by 20% of FY13 average by end of FY14 Benchmark: 15% of total employees		Data Source: Psoft Payable Time Goal Source: Dept. Strategic Plan Benchmark Source: OPI Internal Benchmark	Plan-Do-Check-Act Step 3: Determine and quantify root causes Measurement Method: The number of employees in a department who have used 9 or more out of 12 sick days in a 12 month period Why Measure: Promote a culture where sick time is used appropriately Next Improvement Step: Prioritize which Pareto driver to address first		
How Are We Doing?					
Jul2013-Jun2014 12 Month Goal	Jul2013-Jun2014 12 Month Average		Jun2014 Goal	Jun2014 Actual	
22	24		22	28	
Employees	Employees		Employees	Employees	

High Sick Leave Consumption



Good



Jul2013-Jun2014 Pareto Analysis

